

ORDINANCE NO. O-23-21
TOWNSHIP MEETING DATE – November 21, 2024

AN ORDINANCE SETTING SALARIES
AND COMPENSATION OF CERTAIN
OFFICES, POSITIONS AND EMPLOYEES IN THE TOWNSHIP OF
FREEHOLD, COUNTY OF MONMOUTH, STATE OF NEW JERSEY,
FOR THE YEAR 2024 AND THEREAFTER KNOWN BY ITS SHORT TERM AS:

“THE 2024 SALARY ORDINANCE”

Be it ordained by the Township Committee of the Township of Freehold, in the County of Monmouth and the State of New Jersey as follows.

SECTION 1:

The full-time classified offices and positions under the Municipal Government of the Township of Freehold shall be compensated for the year 2024 within the ranges fixed in this Ordinance.

SECTION 2:

The Township Treasurer be and is hereby authorized to transfer such sums of money from the Municipal operating accounts to the payroll accounts as may be necessary to cover periodic payments.

SECTION 3:

Every person hereafter appointed to any classified or unclassified position shall receive a salary established within the pay grade for such position as provided for in this Ordinance.

SECTION 4:

Every employee who shall hereafter be promoted to another position shall, at the time of said promotion, receive a salary equal to or in excess of the minimum salary that is established for that position to which he/she shall have been promoted.

SECTION 5:

The following full-time classified positions in the Police Department shall be compensated in the year 2024 as follows:

SECTION 5A:

<u>Title</u>	<u>Minimum</u>	<u>Maximum</u>
Police Officer	\$42,000	\$150,000

SECTION 5B:

Police Sergeant	\$148,000	\$180,000
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SECTION 5C:

Police Lieutenant	\$164,000	\$195,000
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SECTION 5D:

Police Captain	\$180,000	\$215,000
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SECTION 5E:

Police Chief	\$180,000	\$230,000
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SECTION 5F:

In addition to the salary noted in Section 5A, Longevity will be paid as follows:

	<u>Police Officer</u>
After 5 th Year	\$2,050 per annum
After 10 th Year	\$2,950 per annum
After 15 th Year	\$3,350 per annum
After 20 th Year	\$4,150 per annum
After 24 th Year	\$4,650 per annum

SECTION 5G:

In addition to the salary noted in sections 5A, 5B, 5C, 5D, and 5E, College Incentive Pay will be paid at the rate of \$18.00 per course credit as conditioned in the police employment contracts.

SECTION 5H:

In addition to the salary noted in Sections 5A and 5B, off duty Police services will be paid at a maximum rate of \$95.00 an hour. After 8 consecutive hours or on contractually designated holidays, Police services will be paid at the maximum rate of \$110.00 an hour.

SECTION 5I:

The following positions in CWA Local 1075 shall be compensated in 2024 within the following schedule:

<u>Title</u>	<u>Minimum</u>	<u>Maximum</u>
Laborer I Public Works Repairer Sewer Rep I/Water Rep I Sewer Repairer II Laborer II	\$30,000	\$53,000
Mason Helper Mason Mechanics Helper Road Repairer 2 Sew Rep II/Water Rep III	\$35,000	\$55,000
Motor Broom Driver Senior Mason Road Repairer 3 Recycling Operator Mechanic's Helper/Truck Driver	\$40,000	\$65,000
Asst. Water Treatment Plant Operator Senior Recycling Operator Sewer Repairer I/Water Repairer I/WTPO Equipment Operator Water Treatment Plant Operator	\$40,000	\$75,000
Motor Broom Driver/Public Works Repairer Sr. Public Works Repairer Laborer 3 (PW Crew Chief)	\$45,000	\$85,000
Mechanic Mechanic/Welder Senior Mechanic Senior WTPO Sewer Repairer II/ Water Repairer II/Sr. Water Treatment Plant Operator Sewer Repairer III/Water Repairer III	\$45,000	\$95,000

In addition to the salary noted in Sections 5I licenses shall be revised to the following schedules:

C-1	\$525.00
C-2	\$625.00
C-3	\$1,075.00
W-1	\$525.00
W-2	\$625.00
W-3	\$1,075.00
W-4	\$1,375.00
T-1	\$1,225.00
T-2	\$1,750.00
T-3	\$1,900.00
T-4	\$2,450.00
CDL Class A	\$1,250.00
CDL Class B	\$750.00

SECTION 5J:

Beginning January 1, 2024, the following amounts will be added to the base pay for the corresponding employee dates of hire in lieu of longevity pay:

<u>Longevity Elimination Stipend</u>		
Hire Date		
From	To	
Prior to	12/31/1997	\$3,150
1/1/1998	12/31/1999	\$2,950
1/1/2000	12/31/2001	\$2,850
1/1/2002	12/31/2004	\$2,650
1/1/2005	12/31/2005	\$2,450
1/1/2006	12/31/2006	\$2,350
1/1/2007	12/31/2007	\$2,250
1/1/2008	12/31/2008	\$2,150
1/1/2009	12/31/2011	\$2,000
After 1/1/2012		\$0

SECTION 5K:

Emergency Response Pay

Employees of all departments covered by this agreement shall receive emergency response pay that will be provided to employees in the following manner:

For employees that have seventeen (17) years or more of service with the Township shall have an amount equal to the annual stipend, for that corresponding year for which they achieve 17 years, added as a one-time increase to their base pensionable salary, beginning in the calendar year in which seventeen years of service is attained.

For employees that have less than 17 years of pensionable service, the following stipends will be paid on the following dates during the year:

	<u>2024</u>
15-Mar.	\$1,500.00
15-Nov.	\$1,500.00

The above referenced March 15 and November 15 stipends shall be paid on that date of the corresponding year to all eligible employees subject to the conditions of the applicable union agreement for CWA Local 1075.

SECTION 5L:

The following positions in the International Union of Operating Engineers, Local 68 (IUOE) shall be compensated in 2024 within the following schedule:

<u>Title</u>	<u>Minimum</u>	<u>Maximum</u>
Building Maintenance Worker	\$30,000	\$55,000
Building Service Worker		
Laborer I		
Maintenance Worker I Grounds		
Building Maintenance Wrkr/Maintenance Rep.	\$35,000	\$65,000
Maintenance Repairer		
Tree Maintenance Worker I		
Sr. Building Service Worker		
Laborer II	\$35,000	\$70,000
Maint. Wkr 1 Grnds/Maintenance Rep.		
Maintenance Worker II Grounds		
Tree Maintenance Worker II		
Sr. Building Maintenance Worker	\$40,000	\$80,000
Maintenance Worker III Grounds		

In addition to the salary noted in Sections 5L licenses shall be revised to the following schedules:

CDL Class A	\$1,250.00
CDL Class B	\$750.00
CPO	\$700.00
Pesticide Commercial Applicator	\$900.00
CFC License	\$750.00
Certified Playground Inspector (2 max)	\$650.00
Shade Tree 24 hour/7 day on-call stipend	\$500.00

SECTION 5M:

In addition to the salary noted in Section 5L, no longevity pay will be paid. Certain employees will receive a Longevity Elimination Stipend that will be added to their base salaries in lieu of longevity pay and future longevity steps.

SECTION 5N:

Emergency Response Stipend

Employees of all departments covered by this agreement shall receive emergency response pay that will be provided to employees in the following manner:

For employees that have seventeen (17) years or more of creditable service in PERS shall have an amount of \$3,000 added to their base pensionable salary in accordance with the union agreement. The amount will be added to base salary in the corresponding year in which they achieve 17 years.

For employees that have less than 17 years of pensionable service, the following stipends will be paid on the following dates:

	<u>2024</u>
15-Mar.	\$1,500.00
15-Nov.	\$1,500.00

The above referenced March 15 and November 15 stipends shall be paid on that date of the corresponding year to all eligible employees subject to the conditions of the applicable union agreement for the International Union of Operating Engineers, Local 68 (IUOE).

SECTION 6:

The annual salary ranges for full-time classified offices and positions, with yearly increment, contingent upon merit, the availability of funds and other provisions of this Ordinance, are established for 2024 as follows:

<u>Minimum</u>	<u>Title</u>	<u>Maximum</u>
\$26,500	Account Clerk	\$95,000
	Assessing Aide	
	Assessing Clerk	
	Clerk I	
	Clerk I Bilingual in Spanish and English	
	Geographic Information Systems Spec. III	
	Keyboarding Clerk I	
	Payroll Clerk	
	Permit Clerk	
	Personnel Clerk	
	Police Records Clerk	
	Purchasing Clerk	
	Recreation Leader	
	Receptionist/Telephone Operator	

<u>Minimum</u>	<u>Title</u>	<u>Maximum</u>
\$26,500	Assistant Violations Clerk Alt. Deputy Registrar Coordinator of Scheduling Rec. Activities Keyboarding Clerk II Personnel Assistant Recreation Center Director Registrar Vital Statistics bilingual Sp/Eng Sr. Account Clerk Sr. Clerk Stenographer Sr. Clerk Typist Sr. Personnel Clerk Sr. Systems Analyst Sr. Tax Clerk	\$105,000
\$26,500	Administrative Clerk Assistant Administrative Analyst Code Enforcement Officer Engineering Aide Fire Prevention Specialist Fire Protection Inspector Geographic Information Systems Spec. I Housing Inspector Housing/Zoning Inspector Housing Inspector Bilingual in Spanish and English Keyboarding Clerk III/Purchasing Assistant Omnibus Driver Pr. Account Clerk Pr. Assessing Clerk Pr. Engineering Clerk Pr. Tax Clerk Recreation Supervisor Research Aide Secretary Board/Commission TACO Violations Clerk	\$107,000
\$31,500	Data Processing Technician Deputy Municipal Court Administrator Geographic Information Systems Spec. II Public Information Officer Public Works Inspector Sr. Assistant Assessor Sr. Engineering Aide Supervising Water Treatment Plt. Opr	\$109,000

<u>Minimum</u>	<u>Title</u>	<u>Maximum</u>
\$28,000	Accounting Assistant Civil Engineer Trainee Electrical Inspector Housing/Zoning Inspector Trainee Prin. Drafting Technician Principal Purchasing Asst. Records Support Technician Sr. Payroll Clerk Supervising WTPO/Supervisor Water Supervisor, Public Works Supervisor, Recycling Operations Systems Analyst	\$120,000
\$30,000	Assistant Municipal Recycling Coord. Building Inspector Data Processing Programmer Drafting Technician/GIS Specialist Electrical Subcode Official General Supervisor, Public Works Personnel Assistant Plumbing Inspector Purchasing Agent Principal Personnel Technician Sr. Public Works Inspector	\$125,000
\$32,500	Assistant Street Superintendent Assistant Director Information Tech. Building Inspector/Plumbing Inspector Sr. Engineer Civil Supervisor Sewers/Supervisor Water Tree Maintenance Supervisor	\$125,000
\$35,000	Assistant Municipal Engineer Assistant Planner Bldg. Subcode Official/Fire Protection Subcode Official Chief Public Safety Telecommunicator Fire Official Mechanical Inspector/Plumbing Subcode Off. Personnel Officer Plumbing Subcode Official Principal Engineer Program Specialist Alcohol Abuse Activities Sr. Data Processing Programmer Street Superintendent Supervisor, Building Services Supervisor Parks/Supervisor Recreation Maint.	\$130,000

<u>Minimum</u>	<u>Title</u>	<u>Maximum</u>
\$40,000	Asst. Municipal Parks Superintendent/Asst. Superintendent of Recreation Asst. Sewer Superintendent/Asst. Water Superintendent Bldg. Subcode Official/Code Enforcement Officer/Zoning Officer Maintenance Worker 3 Grounds Planning Director Public Works Superintendent Senior Planner Supervising Mechanic	\$140,000
\$50,000	Assistant Director of Finance Construction Official Director of Information Technology Director of Public Works Management Information Systems Spec. Municipal Parks Superintendent/Supt. Of Recreation Planner Trainee Principal Accountant Sewer Superintendent/Water Superintendent	\$190,000

SECTION 6A:

The following full-time classified competitive and non-competitive offices and positions shall be compensated in the year 2024 as follows:

	Minimum	Maximum
Assistant Health Officer	\$50,000	\$98,000
Health Educator	\$40,000	\$75,000
Health Officer	\$50,000	\$160,000
Pr. Registered Environmental Health Spec.	\$35,000	\$112,000
Public Health Epidemiologist	\$50,000	\$100,000
Registered Environmental Health Spec. I	\$27,000	\$68,000
Registered Environmental Health Spec. Trainee	\$26,000	\$56,000
Sr. Registered Environmental Health Spec.	\$30,000	\$70,500

SECTION 7:

The following full-time unclassified offices and positions shall be compensated in the year 2024 as follows:

	Minimum	Maximum
Deputy Municipal Clerk	\$25,500	\$105,000
Deputy Tax Assessor	\$35,000	\$90,000
Director of Finance/Chief Financial Officer	\$60,000	\$210,000
Executive Secretary	\$30,000	\$105,000
Municipal Administrator	\$75,000	\$265,000
Municipal Clerk	\$35,000	\$115,000
Municipal Court Administrator	\$40,000	\$140,000
Municipal Department Head	\$50,000	\$190,000
Municipal Engineer	\$60,000	\$210,000
Secretary Board/Commission	\$25,500	\$105,000
Tax Assessor	\$40,000	\$140,000
Tax Collector/Tax Search Officer	\$40,000	\$135,000

SECTION 8:

The following part-time unclassified offices and positions shall be compensated in the year 2024 as follows:

	Minimum	Maximum
Mayor	\$9,000	\$13,000
Township Committee Member	\$9,000	\$12,000
Judge of the Municipal Court	\$65,000	\$120,000

SECTION 9:

In addition to the salaries noted in sections 6, 7, and 8, longevity pay will be paid as follows:

After 5 years through 10 th year	\$1,200 per annum
From 11 th year to 15 th year incl.	\$1,500 per annum
From 16 th year to 20 th year incl.	\$2,000 per annum
From 21 st year to 25 th year incl.	\$2,500 per annum
26 years and over	\$3,000 per annum

SECTION 9A:

In the event that a Shared Service is established with another state or local government unit, an addition to base salary in ranges shown below shall be applied for each service provided as authorized in salary resolution:

	Minimum	Maximum
Information Technology Services	\$250	\$25,000
Public Utilities Licensed Operational Services	\$250	\$55,000
Public Health Officer Licensed Services	\$250	\$60,000
State Licensed Professional Engineer Services	\$250	\$35,000
State Licensed Professional Land Surveyor Services	\$250	\$35,000
State UCC Licensed Sub-Code or Inspector	\$250	\$35,000

SECTION 10:

The following part-time offices and positions shall be compensated in the year 2024 as follows:

	<u>Minimum/Hr.</u>		<u>Maximum/Hr.</u>
Account Clerk	\$13.00		\$80.00
Administrative Clerk	\$13.00		\$30.00
Aerobics Instructor	\$35.00		\$90.00
Alternate Deputy Registrar of Vital Stats.	\$500.00	-annum-	\$1,500.00
Assistant Municipal Engineer	\$20.00		\$90.00
Assistant Planner	\$15.00		\$85.00
Assistant Zoning Officer	\$2,500.00	-annum-	\$10,000.00
Building Subcode Official	\$30.00		\$85.00
Camp Director	\$22.00		\$75.00
Camp Director	\$3,000.00	-annum-	\$6,000.00
Camp First Aid	\$10.00		\$110.00
Camp Maintenance	\$10.00		\$60.00
Center Attendant	\$15.00		\$65.00
Certified Tree Expert	\$20.00		\$110.00
CIT Director	\$16.00		\$70.00
Clerk 1	\$13.00		\$25.00
Clerk 2	\$15.00		\$30.00
Clinician Sports Instructor	\$35.00		\$170.00
Counselor	\$14.00		\$45.00
Deputy Registrar Vital Statistics	\$5,000.00	-annum-	\$10,500.00
Door Monitor	\$10.00		\$60.00
Electrical Inspector	\$15.00		\$80.00
Electrical Subcode Official	\$15.00		\$80.00
Emergency Management Coordinator	\$5,000.00	-annum-	\$10,000.00
Engineering Aide	\$11.00		\$67.00

	<u>Minimum/Hr.</u>		<u>Maximum/Hr.</u>
Fire Prevention Specialist	\$15.00		\$70.00
Fire Bureau & UCC Inspector	\$2,500.00	-annum-	\$15,000.00
Head Counselor	\$15.00		\$65.00
Health Educator	\$13.00		\$40.00
Helper	\$10.00		\$75.00
Housing Inspector	\$15.00		\$70.00
Housing Inspector Trainee	\$15.00		\$65.00
Instructor	\$15.00		\$170.00
Keyboarding Clerk I	\$12.00		\$15.00
Laborer	\$10.00		\$40.00
Lacrosse Instructor	\$35.00		\$170.00
Lacrosse Referee	\$25.00		\$105.00
Maintenance Man-Park Crew	\$15.00		\$60.00
Mechanic	\$10.00		\$65.00
Mechanical Insp/Plumb Subcode Official	\$15.00		\$70.00
Messenger	\$15.00		\$25.00
Municipal Recycling Coordinator	\$2,500.00	-annum-	\$5,000.00
Municipal Surveyor	\$5,000.00	-annum-	\$10,000.00
Omnibus Operator	\$15.00		\$65.00
Park Attendant	\$15.00		\$25.00
Patriot Shooter Basketball Camp	\$35.00		\$160.00
Pre-Season Basketball Clinic	\$35.00		\$160.00
Planning Aide	\$15.00		\$45.00
Plumbing Inspector	\$15.00		\$55.00
Plumbing Subcode Official	\$20.00		\$80.00
Police Records Clerk	\$15.00		\$60.00
Program Supervisor	\$15.00		\$65.00
Public Health Nurse	\$40.00		\$50.00
Public Information Officer	\$1,000.00	-annum-	\$10,000.00
Receptionist	\$15.00		\$60.00
Records Management Coordinator	\$1,000.00	-annum-	\$5,000.00
Recreation Leader-Arts & Crafts	\$15.00		\$70.00
Recreation Leader-Sr. Counselor	\$15.00		\$55.50
Recreation Supervisor	\$15.00		\$65.00
Referee	\$25.00		\$105.00
Registered Environmental Health Spec.	\$15.00		\$75.00
School Traffic Guard	\$16.00		\$45.00
Scorekeeper	\$15.00		\$40.50
Secretary, Board/Commission	\$12.20		\$60.00
Secretary/Fire Prevention Bureau	\$1,000.00	-annum-	\$1,500.00
Secretary/Historic Preservation	\$15.00		\$66.00
Secretary/Municipal Alliance	\$15.00		\$66.00
Secretary/Shade Tree Commission	\$15.00		\$66.00
Site Inspector	\$15.00		\$55.00
Softball Supervisor	\$15.00		\$65.00
Special Events	\$10.00		\$110.00
Special Police Officer I	\$15.00		\$45.45
Special Police Officer II	\$15.00		\$50.50

	<u>Minimum/Hr.</u>		<u>Maximum/Hr.</u>
Special Police Officer III	\$30.00		\$75.00
Specialty Staff	\$15.00		\$110.00
Sr. Registered Environmental Health Spec.	\$18.00		\$65.00
Supervisor	\$15.00		\$65.00
Truck Driver-Snow Removal	\$15.00		\$75.00
UCC Fire Inspector	\$1,000.00	-annum-	\$6,000.00
Water Meter Reader/Repairer	\$15.00		\$65.00
Water/Sewer Account Searcher	\$1,500.00	-annum-	\$2,500.00
Yoga Instructor	\$35.00		\$90.00

Dog Census Taker – To Be Paid Per Zone

SECTION 11:

All Ordinances or part of Ordinances inconsistent with the provisions of this Ordinance are hereby repealed.

All salary or compensation provided for by this Ordinance shall be payable from and after the first day of January 2024.

SECTION 12:

Payment for accrued sick leave pursuant to section 47-12.A.6 or individual employment agreements may be treated as Deferred Compensation at election of employee and included in periodic payments pursuant to section 2.

SECTION 13:

This Ordinance shall take effect upon its passage and publication according to law.